

Teaching Management Plan

Morocco



OVERVIEW

Company Mission

Our mission is to encourage young people to volunteer for worthwhile work in developing countries. We expect that doing this kind of voluntary work will in time become the norm. As more and more people join us, we aim to create a multi-national community with a passion to serve, to learn, to understand, to teach, to inspire, and to be inspired.

Teaching Programme Mission

Our Teaching programme mission is to provide sustainable educational support within disadvantaged schools and communities to reduce inequality in education. Through our volunteers, we aim to empower underprivileged students by improving their future prospects and equipping them with the skills needed to actively engage in a multi-national community.

Background Information

Since independence in 1956, Morocco has made many efforts to improve its public education system; however, it continues to face significant challengesⁱ and inequalities.

Primary school is free and compulsory but attendance can remain low in more rural areas. Despite the nation's efforts to increase school attendance, drop-out levels are high after primary school, especially for young girls. Only half of girls attend secondary school, whereas two thirds of boys do. This disparity between genders is also reflected in the country's literacy rates: whilst certain estimates show a literacy rate of up to 80-85% amongst men, it is estimated at a far lower 68% for womenⁱⁱ.

Human development – particularly in the areas of education and health – remains a priority for Morocco. Morocco is today a country facing many reforms programmes and working on many plans to improve its education system and encourage young people to stay in-country for their education and development.

In consultation with the Regional Educational Academy, the Ministry of Education, the Ministry of Family and Planning, the Ministry of Health and a few local government agencies, we are aiming to achieve positive results for children in Morocco.

Partners

The current programmes and developments on the ground are:

1. ARDES (Bettana, Salé)

The centre is in Salé and was opened in 2006 to provide specialist training in catering and cooking. The majority of students who attend come from French-speaking Sub-Saharan African countries, though there are also some Moroccan students. The centre welcomes an average of 30 students each year.

2. CMEPS (Tabriquet, Salé)

The centre opened in 2000 to provide professional training and certification for pre-school teachers and care assistants for children with special needs. The participants are mainly

young women who would like to work in these areas. The centre also functions as a care centre for preschool children and children with special needs.

3. AMSD (Yacoub Al Mansour, Rabat)

Located in Yacoub Al Mansour, Rabat, AMSD provides different activities for children and teenagers, from camping to learning English and French. The centre has five classrooms with whiteboards and a little library piled with books and dictionaries of different languages.

GOALS

In order to work towards our Teaching programme mission, we have set the following goals to achieve in the placements where we send our volunteers:

1. Improve teaching techniques

Teacher absenteeism remains a serious problem in Moroccoⁱⁱⁱ. Teachers who receive low salaries can become demotivated to teach and cannot afford courses to update their teaching techniques. Volunteers assist in giving new ideas to current methods of teaching. To improve general methodology amongst the teaching volunteers, we arrange fortnightly teaching meetings to discuss classroom experience over the previous two weeks. We also assist volunteers in planning lessons, running student quizzes, and creating teaching aides. Volunteers share their teaching aides with each other.

2. Improve English

Recently, English has fast become Morocco's third language, and the Minister of Education has also stated that tertiary education will need to be provided in English in the near future. Indeed, English is now a universal language used in international business, online communication and media. It is now more important than ever for young people to learn English so they can properly engage in a global community. We aim to develop three main skills areas: reading, speaking and writing.

For young people in underprivileged areas, it is necessary for them to improve their English in order to become competitive in the work market when they leave full-time education. We aim to create an environment which motivates students to learn a different culture and develop self-confidence to express oneself in English.

3. Encourage learning through creativity

Creativity is an important tool and a suitable learning environment should be created. This space should provide students with opportunities for interaction. When such an environment is created, students are given the chance to experiment, explore, create and recreate with real imagination and creativity. Volunteers can encourage students to be creative through the creation of flashcards, story-telling and debates around a trend topic. Our volunteers work with our partner organisations to create visually appealing educational environments and create materials at workshops.

[I'm surprised in view of the literacy rate that Increase Literacy isn't one of the goals. In case they decide to add it in, here's a text below.]

4. Increase literacy

Despite significant efforts and improvements in this area, the literacy rate in Morocco remains relatively low. Figures vary according to different sources, but the literacy rate is estimated at between

65-73%, with disparities particularly apparent between men and women. Improving both child and adult literacy levels will allow people to gain skills that will help them succeed in different areas and progress in their education.

RESOURCES

Human Resources	Average 33 volunteers per year Projects Abroad global staff teams Placement staff support
Physical Resources	Projects Abroad offices Placement materials
Online Resources	Volunteer Resources Database Myprojectsabroad webpages
Financial Resources	Monthly budgets for overall operations Donations to specific projects or placements
Intangible Resources	Reputation in destination communities Goodwill; genuine desire to help Expertise

Projects Abroad provides a range of resources for each of our programmes. These fall into four interdependent categories:

Human: Volunteers themselves are our most crucial asset in achieving our goals. Through their creativity and energy, all of our ambitions can be realised. Another central support team is our extensive network of Projects Abroad staff worldwide, dedicated to supporting volunteers and achieving our company mission. We also depend greatly on the staff in all of our placements; whose support guides volunteers through their daily activities.

Physical: Projects Abroad has offices in all of our destinations, where volunteers can come to speak to staff or attend workshops. There are also office materials and placement supplies available to volunteers.

Online: The Volunteers Resources Database and myprojectsabroad webpages all provide vital support before, during and after their placements.

Financial: Funds for all of Projects Abroad's work come solely from volunteer placement fees. These are distributed via monthly budgets, to ensure fair allocation of funds for each destination. Occasionally volunteers may also send donations directly for a specific placement or project.

Intangible: The good reputation of volunteers in local communities is what makes our work possible. This reputation has been earned over years of dedicated volunteer contribution. This is supported by the combined knowledge of our extensive staff network. With over 700 staff across every continent, we are proud to be a diverse and accomplished team.

MONITORING & EVALUATION

Placement visits
Volunteer workshop sessions
Staff meetings
Volunteer Resources Database
Feedback evaluation

Physical monitoring: Through placement visits and volunteer workshops, volunteers are in frequent contact with staff members, who will observe and advise volunteers in action. Staff participate in regular meetings to discuss best practices within and between destinations.

Online monitoring: The Volunteer Resource Database is platform for staff and volunteers to share and develop ideas.

Feedback evaluation: Feedback from placement staff, Projects Abroad staff and volunteers is continuously gathered and used to inform future plans.

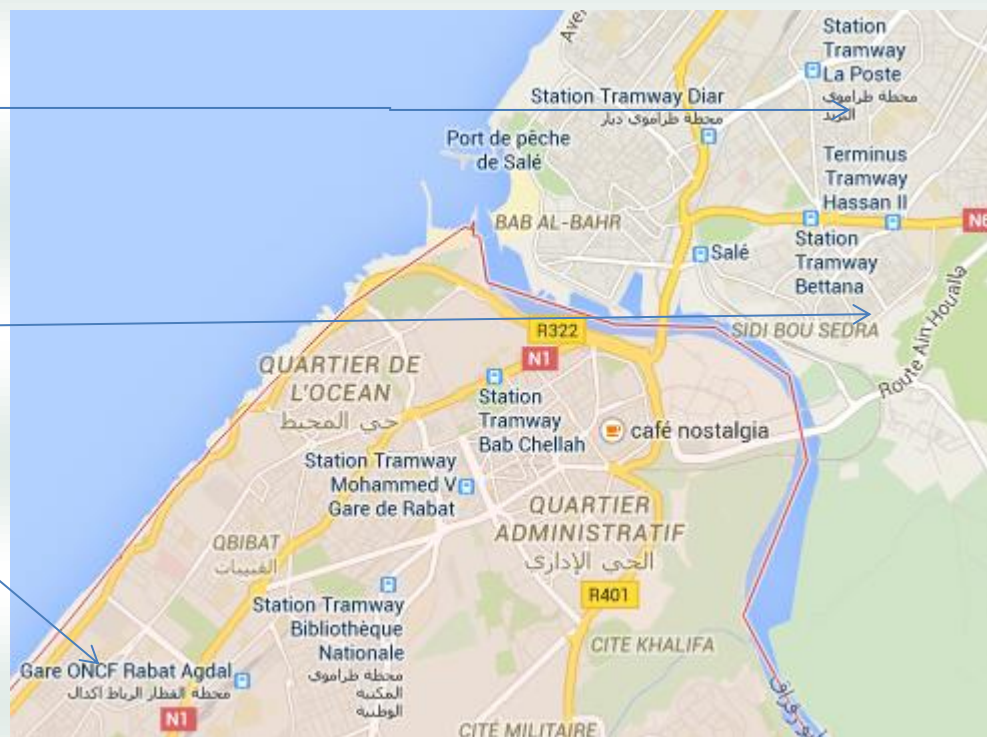
LOCATION OF PLACEMENTS

Projects Abroad Morocco is located in the centre of Rabat with easy access to our placements in all areas of the city and to Salé.

CMEPS
(Tabriquet, Salé)

ARDES
(Bettana, Salé)

AMSD
(Yacoub Al Mansour,
Rabat)



ⁱ <http://www.usaid.gov/morocco/education>

ⁱⁱ <http://www.our-africa.org/morocco/education-jobs>

ⁱⁱⁱ <http://www.usaid.gov/morocco/education>

Projects Abroad Teaching English as a Foreign Language				
Teaching Management Plan for Morocco		INDICATORS	MONITORING (MEANS OF VERIFICATION)	ASSUMPTIONS
Company Mission: (the change we want to see in greater society)				
Our company mission is to make it the norm for men and women from developed countries to live and work as volunteers in a developing country; they should work on projects which have a clearly favourable impact on host-communities. In this way, we will continue to create a multi-national community with a passion to serve and to inspire.				
Teaching Programme Mission: (the change we want to see for the target group)				
Our Teaching programme mission is to provide sustainable educational support within disadvantaged schools and communities to reduce inequality in education. Through our volunteers, we aim to empower underprivileged students by improving their future prospects and equipping them with the skills needed to actively engage in a multi-national community.			1. Onsite visits 2. Placement staff feedback 3. Projects Abroad staff feedback 4. Volunteer feedback (DQs & EOPF) 5. Children feedback 6. Test results	1. Number of volunteers does not drop considerably 2. Number of volunteers with a good grasp of English does not drop considerably 3. Political and civil stability in the countries we work 4. No natural disasters that could affect our work
Goal 1:				
Improve teaching techniques				
	Actions:			
1,1	Volunteers to create teaching aides per month and present them in workshops with other volunteers to be used in the classroom.			
1,2	Arrange fortnightly "teachers meeting" for volunteers to get together and discuss tips, highs and lows.			
1,3	Increase group-oriented study in order to improve individual autonomy and team work.			
1,4	Regular testing of understanding with exercises, mini-tests and presentations, to be marked and given feedback.			
Goal 2:				
Encourage learning through creativity				
	Actions:			
2,1	For a minimum of 1 hour per week research and document new teaching aids			
2,2	Volunteers to work with the placements to make learning environments visually appealing and educational to the students e.g. "word of the day wall" –whereby the volunteer displays a new word each day along with a definition and the students are tested on it the following morning			
2,3	Create a resource centre of flash cards and other English learning materials			
2,4	In break times engage children in regular games and activities to improve their attention span, stimulate their brains and encourage team work.			
2,5	Volunteers to do a presentation to their class on their home country, and divide class into groups to prepare a presentation on a topic of their choice.			